Alberta Employment and Immigration

February 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 2,019,100[1] Albertans employed, of which about 355,500 are self-employed. The unemployment rate nationally has increased to 7.2% representing a loss of 129,000 jobs, while in Alberta the average continued to rise from 4.1% to 4.4%. There are approximately 410,900 Albertans covered by union agreements. Alberta's union membership rate is 24.8% while nationwide the union membership rate is 31.5%[2].

[1]Seasonally adjusted

[2]Statistics Canada Labour Force Survey (LFS)

Highlights

An Arbitration Award has been issued involving the East Central Ambulance Association and the HSAA. It provides the parties with a first collective agreement. AUPE members with Age Care Valleyview (Medicine Hat) have voted in favour of strike action and the employer polled in favour of lock out action.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements												
Year	2007					2008					2009	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	1,571	3,772	49,554	3,672	**58,569**	2,390	5,018	27,067	19,155	**53,630**	148	**148**
Private	4,031	6,356	12,638	14,857	**37,882**	18,284	9,544	2,344	6,945	**37,117**	4	**4**
All	5,602	10,128	62,192	18,529	**96,451**	20,674	14,562	29,411	26,100	**90,747**	152	**152**
Average Annual Wage Change %												
Year	2007					2008					2009	
Quarter	1	2	3	4	Total	1	2	3	4	Total	1 *	Total
Public	5.1	4.2	4.9	3.8	**4.8**	4.7	4.9	4.3	5.1	**4.7**	6.0	**6.0**
Private	4.2	6.1	5.9	6.0	**5.8**	3.8	5.2	6.4	5.1	**4.6**	2.7	**2.7**
All	4.4	5.4	5.1	5.5	**5.2**	3.9	5.1	4.5	5.1	**4.6**	5.9	**5.9**

*Public sector settlements do not reflect elementary and secondary school settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Mediation Services Branch of Alberta Employment and Immigration by calling (780)427-8301.

Wage Settlements In Alberta By Industry – 2007 to 2009 (February)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2009	0	0	0.0	0.0	0.0
2008	5	472	28.8	4.0	11.5
2007	6	959	51.4	2.7	12.4
Administrative And Support, Waste Management And Remediation Services					
2009	0	0	0.0	0.0	0.0
2008	2	145	30.6	3.9	11.2
2007	6	415	39.8	5.3	19.1
Agriculture, Forestry, Fishing And Hunting					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	8	779	33.0	5.9	16.6
Construction					
2009	0	0	0.0	0.0	0.0
2008	13	8,258	43.9	5.9	23.2
2007	37	25,216	45.2	5.9	24.4
Educational Services*					
2009	1	49	24.0	2.2	4.5
2008	75	37,298	51.6	2.3	9.1
2007	33	16,813	39.8	2.4	6.7
Finance And Insurance					
2009	0	0	0.0	0.0	0.0
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
Health Care And Social Assistance					
2009	1	20	27.0	3.5	8.0
2008	39	53,784	38.8	4.7	15.6
2007	48	29,883	34.4	4.7	14.5
Information And Cultural Industries					
2009	1	12	36.0	8.1	26.4
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2

*Public sector settlements do not reflect elementary and secondary school settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Management of Companies And Enterprises					
2009	0	0	0.0	0.0	0.0
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
Manufacturing					
2009	0	0	0.0	0.0	0.0
2008	21	2,029	34.6	6.5	18.5
2007	45	4,039	34.2	4.8	14.2
Mining And Oil And Gas Extraction					
2009	0	0	0.0	0.0	0.0
2008	1	50	32.0	3.1	8.5
2007	3	2,477	32.3	7.1	20.4
Other Services (except Public Administration)					
2009	0	0	0.0	0.0	0.0
2008	8	151	26.8	9.0	20.2
2007	5	192	28.0	6.5	14.5
Professional, Scientific And Technical Services					
2009	0	0	0.0	0.0	0.0
2008	1	75	36.0	1.3	4.0
2007	0	0	0.0	0.0	0.0
Public Administration					
2009	3	116	28.1	6.2	14.7
2008	19	1,846	33.8	6.1	18.2
2007	30	23,204	35.4	4.7	14.6
Real Estate And Rental And Leasing					
2009	0	0	0.0	0.0	0.0
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
Retail Trade					
2009	0	0	0.0	0.0	0.0
2008	10	15,411	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
Transportation And Warehousing					
2009	1	4	36.0	2.7	8.1
2008	11	918	37.2	7.5	24.5
2007	16	3,217	35.9	4.5	14.1
Utilities					
2009	0	0	0.0	0.0	0.0
2008	5	1,411	24.5	4.5	9.4
2007	12	2,870	31.3	5.2	14.8

*Public sector settlements do not reflect elementary and secondary school settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Wholesale Trade					
2009	0	0	0.0	0.0	0.0
2008	4	963	46.5	5.0	26.2
2007	2	72	24.0	5.7	11.7

*Public sector settlements do not reflect elementary and secondary school settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Buffalo Trail Public School Division	CUPE, Local 1606	200	24	2010-08-31	1st year 4.56% 2nd year Alberta Average Weekly Earnings increase.

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Northern Lights Health Region	CEP, Local 707	375	31-Mar-08	Negotiations continue.
Good Samaritan Society (Edmonton area)	AUPE	1,200	30-Jun-08	Memorandum of Agreement.
Peace County Health– Emergency Medical Services	HSAA	150	31-Mar-08	Negotiations continue.
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
Carewest (Calgary)	HSAA	135	30-Jun-08	Negotiations continue.
St. Michael's Long-Term Care Centre (Edmonton)	AUPE	138	30-Jun-08	Negotiations continue.
NAIT	AUPE	700	30-Jun-07	In Arbitration.
MacEwan College	Support Staff Association	620	30-Jun-08	Negotiations continue.
Grande Yellowhead Public Regional School Division	CUPE, Local 1357	300	31-Aug-08	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
City of Calgary	Firefighters, Local 255	1184	31-Mar-06	In Arbitration.
Regional Municipal District of Wood Buffalo	Firefighters, Local 2494	137	31-Dec-07	In Arbitration.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Calgary (inside workers)	CUPE, Local 38	2,800	04-Jan-09	Negotiations continue.
City of Calgary (outside workers)	CUPE, Local 37	2,040	04-Jan-09	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Edmonton (inside workers)	CSU 52	3,287	20-Dec-08	Negotiations continue.
City of Edmonton (outside workers)	CUPE, Local 30	1,719	20-Dec-08	Negotiations continue.
City of Edmonton	ATU, Local 569	1,500	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCW, Local 373A,/401	500	31-Aug-08	Negotiations continue.
Cargill Limited (High River)	UFCW, Local 1118	1,848	31-Dec-08	Negotiations continue.
Old Dutch Food Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Negotiations continue.
Coca Cola Bottling Company (Calgary)	Miscellaneous Employees Teamsters, Local 987.	230	First Agreement	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
District of Kitimat	CAW, Local 2300	115	36	31-Dec-11
Terms: 1st year 2.75%, 2nd year 2.5%, 3rd year 2.5%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 23, 2009.				
Manitoba				
Manitoba Public Insurance Corporation	Manitoba Government and General Employees' Union	1,710	48	22-Sep-12
Terms: 1st year 2.9%, 2nd year 2.9%, 3rd year 2.9%, 4th year 2.9%.				
Source: Manitoba Government and General Employees Union website, "Collective Agreements".				
Ontario				
University of Toronto	Steelworkers, Local 1998	4,000	36	30-Jun-11
Terms: 1st year 3.5%, 2nd year 3.0%, 3rd year 3.0%.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2008.				
York University	(Support) Staff Association	1,400	36	31-Jul-11
Terms: 1st year 3.0%, 2nd year 3.25%, 3rd year 3.0%.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2008.				
Ottawa Police Services Board	Police Association	1,850	36	31-Dec-10
Terms: 1st year 3.2%, 2nd year 3.2%, 3rd year 3.25%.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2008.				
Dufferin-Peel Catholic District School Board	Ontario English Catholic Teachers' Association	2,200	48	31-Aug-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 3.0%.				
Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", September 2008.				
Private Sector				
British Columbia				
B.C. Automobile Association	Canadian Office and Professional Employees, Local 378	235	36	30-Sep-11
Terms: 1st year 3.5%, 2nd year 2.25%, 3rd 2.0%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 23, 2009.				
Purolator Courier	Teamsters, Local 31	700	48	31-Dec-11
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd 3.0%, 4th year 3.25%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", January 23, 2009.				
Overwaitea Food Group	UFCW, Local 247	900	60	29-Mar-13
Terms: 1st year $0.30/hr, 2nd year $0.30/hr, 3rd $0.30/hr, 4th year $0.30/hr, 5th year $0.30/hr.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", November 21, 2008.				
Victoria Shipyards Co. Ltd.	Boilermakers, Local 191	600	60	28-Feb-13
Terms: 1st year 4.25%, 2nd year 4.25%, 3rd 4.25%, 4th year 4.25%, 5th year 4.25%.				
Source: Business Council of British Columbia, "Industrial Relations Bulletin", November 21, 2008.				

Recent Labour Relations Developments in Other Jurisdictions

Manitoba

More than 250 members of the Professional Paramedics Association of Winnipeg (PPAW) have voted to amalgamate with the province's largest union, the Manitoba Government and General Employees' Union (MGEU). The new unit, appropriately named MGEU, Local 911, will continue to function under the existing PPAW contract negotiated between the City of Winnipeg until it expires in February 2010. At that time, a new contract will be negotiated between the City of Winnipeg and the MGEU, Local 911. The MGEU also represents about 600 paramedics in the remainder of the province.

Source: Manitoba Government and General Employees Union News Release, "Professional Paramedics Association Merges with MGEU", January 23, 2009.

Ontario

Elementary school teachers across the province have voted to accept a contract the provincial government had called its "final offer". The Elementary Teachers' Federation of Ontario had been given until 4:00 pm on Thursday, February 12, 2009 to either accept or reject the government's four-year deal. Education Minister Kathleen Wynne said that if they did not accept the offer, they would be stuck with a two-year deal worth much less. The agreement averted a possible strike by 73,000 elementary teachers that would have affected about 750,000 students. The deal provides teachers with a 10.4 per cent increase over four years, along with money to school boards to hire more teachers. Ontario elementary teachers are now bargaining at the local level on issues such as leaves of absence, sick days, and maternity leave.

Source: cbc.ca, "Strike averted for Ontario's elementary teachers", February 12, 2009.

Quebec

The Quebec component of the CAW, the Travailleurs Canadiens de l'Automobile (TCA), have expressed strong concern with the announced plans by Rio Tinto Alcan to permanently shut down its Beauharnois smelter and cut production at its Vaudreuil facility. TCA, Local 1937 represents workers at Beauharnois and TCA, Local 1937 represents workers at Vaudreuil. TCA Quebec Director Jean-Pierre Fortin said that 175 jobs will be cut at the Beauharnois facility by the end of June 2009, and an additional 60 jobs will be cut at the Vaudreuil facility, but the Vaudreuil workers are expected to be relocated. Mr. Fortin stated the announced layoffs are unacceptable, as Quebec residents are footing the bill for a $400 million interest-free loan agreement with Alcan on condition that it keeps jobs in Quebec. The announcement is part of a broader plan of Rio Tinto Alcan to reduce its aluminum production by 6 per cent globally, cutting the jobs of over 1,000 workers.

Source: CAW/TCA News Release, "CAW/TCA outraged by Alcan Layoffs in Quebec", January 23, 2009.

Nova Scotia

The provincial government and the Nova Scotia Teachers Union, representing about 10,000 public school teachers, have reached a memorandum of agreement. Details of the agreement will not be released until the ratification process is completed. The Teachers Union President, Alexi Allen, said the deal will help retain qualified teachers and ensure students receive a quality education in challenging times.

Source: canadaeast.com, "Nova Scotia teachers, government reach tentative contract agreement", February 7, 2009.

United States

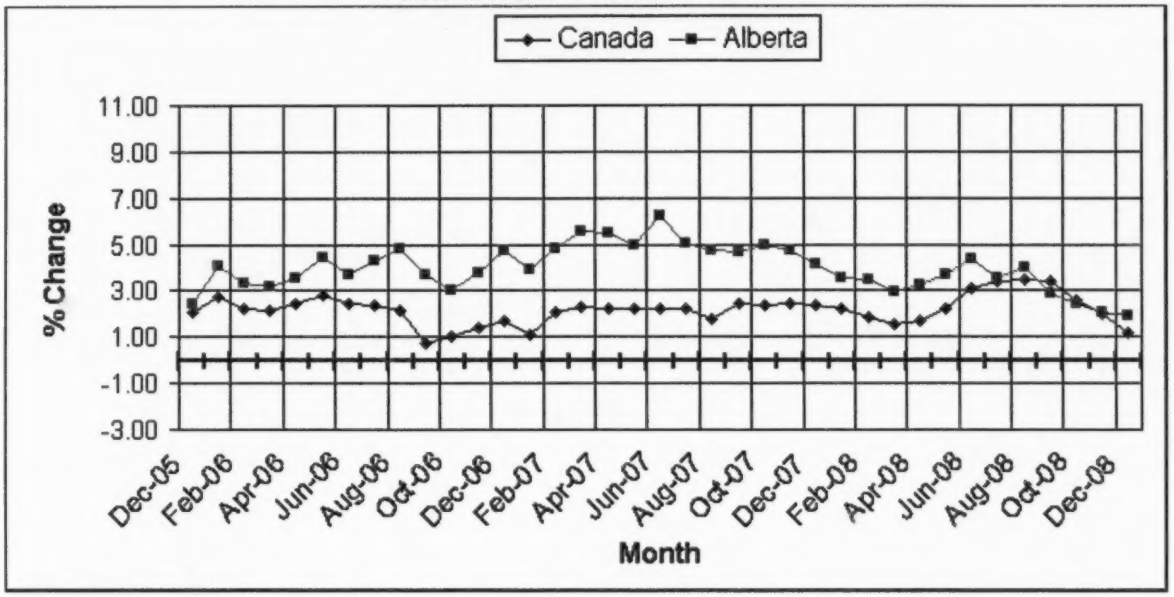
Construction unions in Maryland are concerned with the number of "independent contractors" working in the state's construction industry. Under the state's definition, independent contractors are in business for themselves. They cannot unionize and are exempt from overtime and minimum wage provisions. The employers are exempt from paying for Social Security, Medicare, unemployment insurance, and workers' compensation for these workers. It is estimated that employers can save up to 30 per cent in payroll costs in this way, but there is concern workers are misclassified as independent contractors. Maryland Governor Martin O'Malley calls the practice "shameful" and says the workers are employees who are deliberately misclassified. Governor O'Malley is calling upon the Maryland General Assembly to pass legislation to make the practice illegal, but many construction contractors say they are being unfairly targeted with regulations that threaten their already slim profits. Maryland officials say random audits show that as many as 20 per cent of the state's blue collar workers are wrongly classified as independent contractors. Nine states have passed laws or regulations to address the classification practice, and this matter is under scrutiny by the Internal Revenue Service.

Source: washingtonpost.com, Lisa Rein, "Labor Proposal Targets Builders", February 9, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

December 2005 to December 2008



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2006 to 2009

	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.45	2.14	117.88	4.93	117.43	4.84	117.97	5.40
2008	114.11	2.39	121.63	3.18	121.39	3.37	121.79	3.24
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Jan-08	111.8	2.19	118.8	3.57	118.5	4.04	118.9	3.39
Feb-08	112.2	1.81	119.0	3.48	118.7	3.94	119.1	3.03
Mar-08	112.8	1.53	119.8	2.92	119.5	3.28	120.0	2.83
Apr-08	113.5	1.70	121.3	3.23	121.2	3.59	121.2	3.06
May-08	114.6	2.23	122.2	3.74	121.9	4.10	122.3	4.00
Jun-08	115.4	3.13	124.0	4.38	123.7	4.30	123.9	4.47
Jul-08	115.8	3.39	123.3	3.53	123.6	4.04	123.0	3.27
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.97	121.6	2.10	121.4	2.19	122.0	2.43
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35
Jan-09	113.0	1.07	120.2	1.18	120.2	1.43	120.7	1.51

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

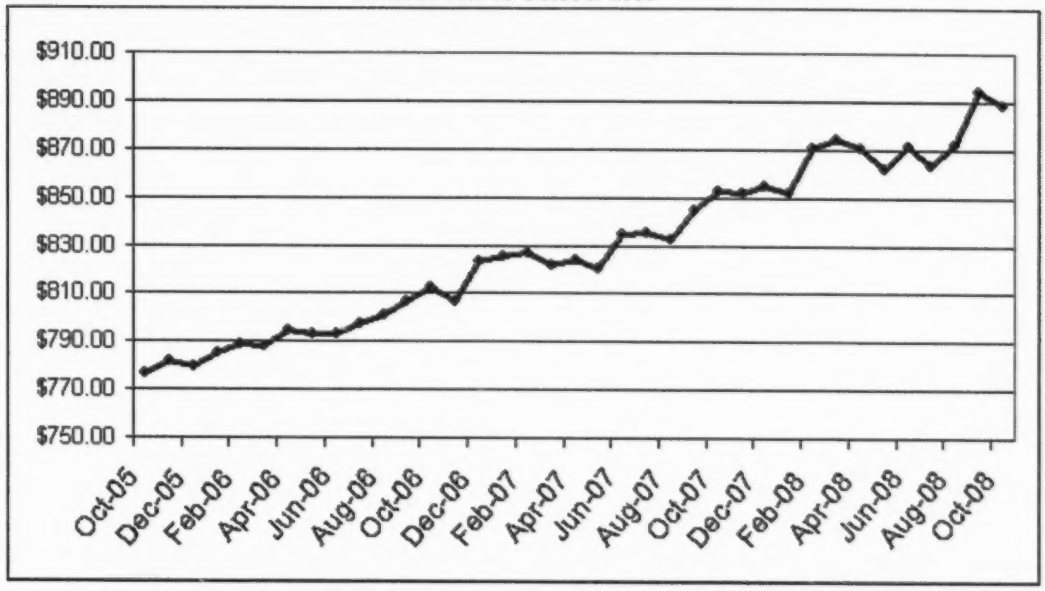
Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Alberta Average Weekly Earnings Changes (AAWE)

Year over Year Change (Monthly in AAWE*)

October 2005 to October 2008



Month	AAWE	Yr. Over Yr. % Change (Monthly)	Year	AAWE	Yr. Over Yr. % Change (Annual)
Nov-07	$851.59	5.60	2004	$724.42	2.97
Dec-07	$854.65	3.86	2005	$762.08	5.20
Jan-08	$851.62	3.16	2006	$799.14	4.86
Feb-08	$870.49	5.27	2007	$835.37	4.53
Mar-08	$874.22	6.36	2008**	$874.50	4.68
Apr-08	$870.30	5.65			
May-08	$861.88	5.11			
Jun-08	$871.51	4.40			
Jul-08	$863.35	3.31			
Aug-08	$871.85	4.76			
Sep-08	$894.46	5.85			
Oct-08	$888.73	4.27			
Nov-08	$901.12	5.82			

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payroll and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

**Figure based on all data reported to date.

Year over Year % Change (Annual) - (Ave. of current year AAWE - Ave. of previous year AAWE) / Ave. of previous year AAWE x 100

Year over Year % Change (Monthly) - (Current month AAWE - Same month previous year AAWE) / Same month previous year AAWE x 100

Source: Alberta Finance and Enterprise, Monthly Economic Review.

Union Name Listing

Asbestos Workers – International Association of Heat and Frost Insulators and Asbestos Workers
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP - Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
MCWA – Media and Communications Workers of Alberta
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.